



U.S. Army Cadet Command



JROTC Overview



“Motivating young people to be better citizens”

Agenda

- **JROTC Current Status**
- **Instructor Eligibility/Training**
- **Curriculum**
- **Co-Curricula Activities**
- **Accomplishments**
- **Initiatives**
- **Conclusion**

JROTC History

- **National Defense Act of 1916**
- **1964 - changed use of active duty instructors to retirees - opened program to other services**
- **1972 - authorized female participants**
- **Today - Largest program within the Army; popular support and congressional endorsement**
- **Tomorrow - Continue expansion, continue waiting list**

JROTC Mission and Goals



United States Army
Junior ROTC

To motivate young people to be better citizens

JROTC Goals

- Promote citizenship
- Develop leadership
- Communicate effectively
- Improve physical fitness
- Provide incentive to live drug-free
- Strengthen positive self-motivation
- Provide a historical perspective of the military services
- Work as a team member
- Graduate from High School

Army JROTC - Current Situation



Where we are (and where we aren't)

Junior ROTC

1555 Units
3900 Instructors
278 High Schools
Waiting
1590 Instructors Waiting

Gross Imbalance

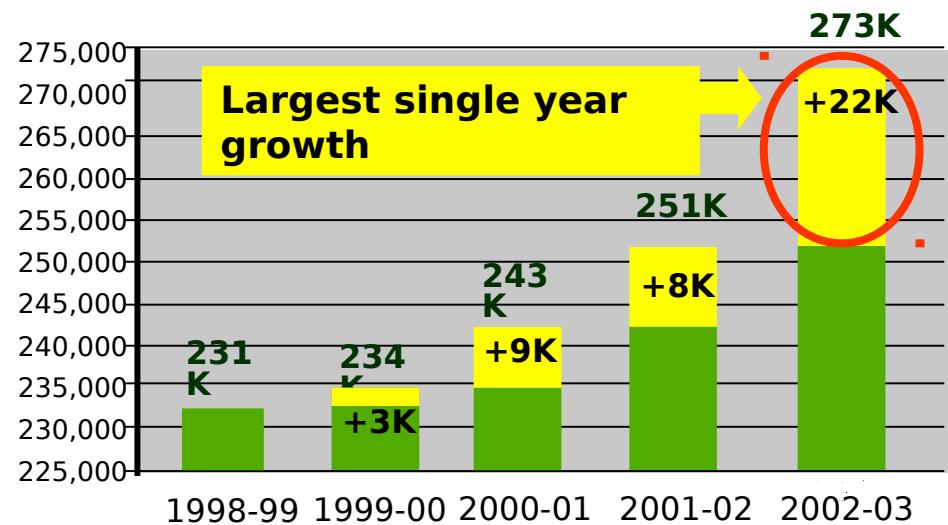
Measures of Success

	SY 2000 - 01 School / JROTC	SY 2001 - 02 School / JROTC
Attendance	90%	92%
Graduation	83%	87%
Indiscipline	89%	96%
Drop Out	25%	12%
GPA	2.5	2.8

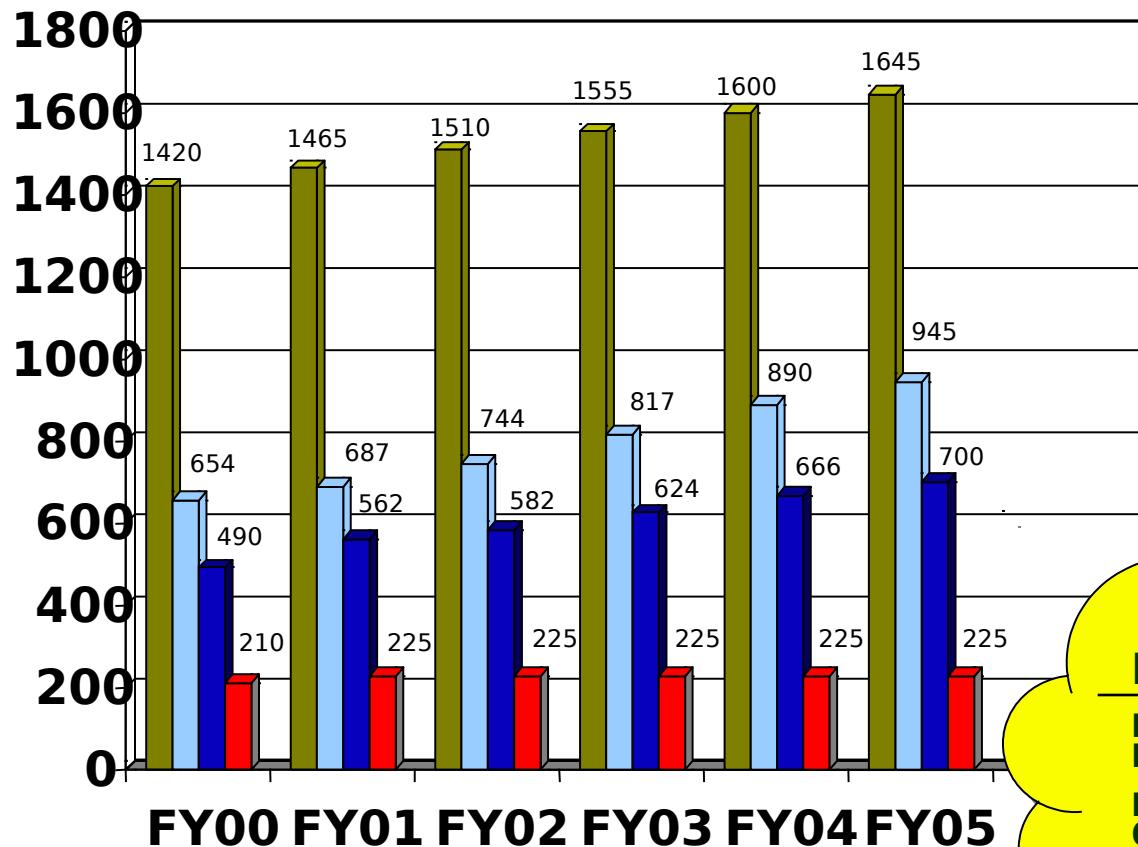
	SY 2000 - 01 School / JROTC	SY 2001 - 02 School / JROTC
Attendance	90%	92%
Graduation	90%	96%
Indiscipline	7%	5%
Drop Out	10%	2%
GPA	2.8	3.0

09/10/16

Cadet Enrollment



JROTC Expansion All Services



Origin
al Cap
3500

Army
AirForce
Navy
Marines

SY 03-04
Expansion

Rgns NDCC # New Units

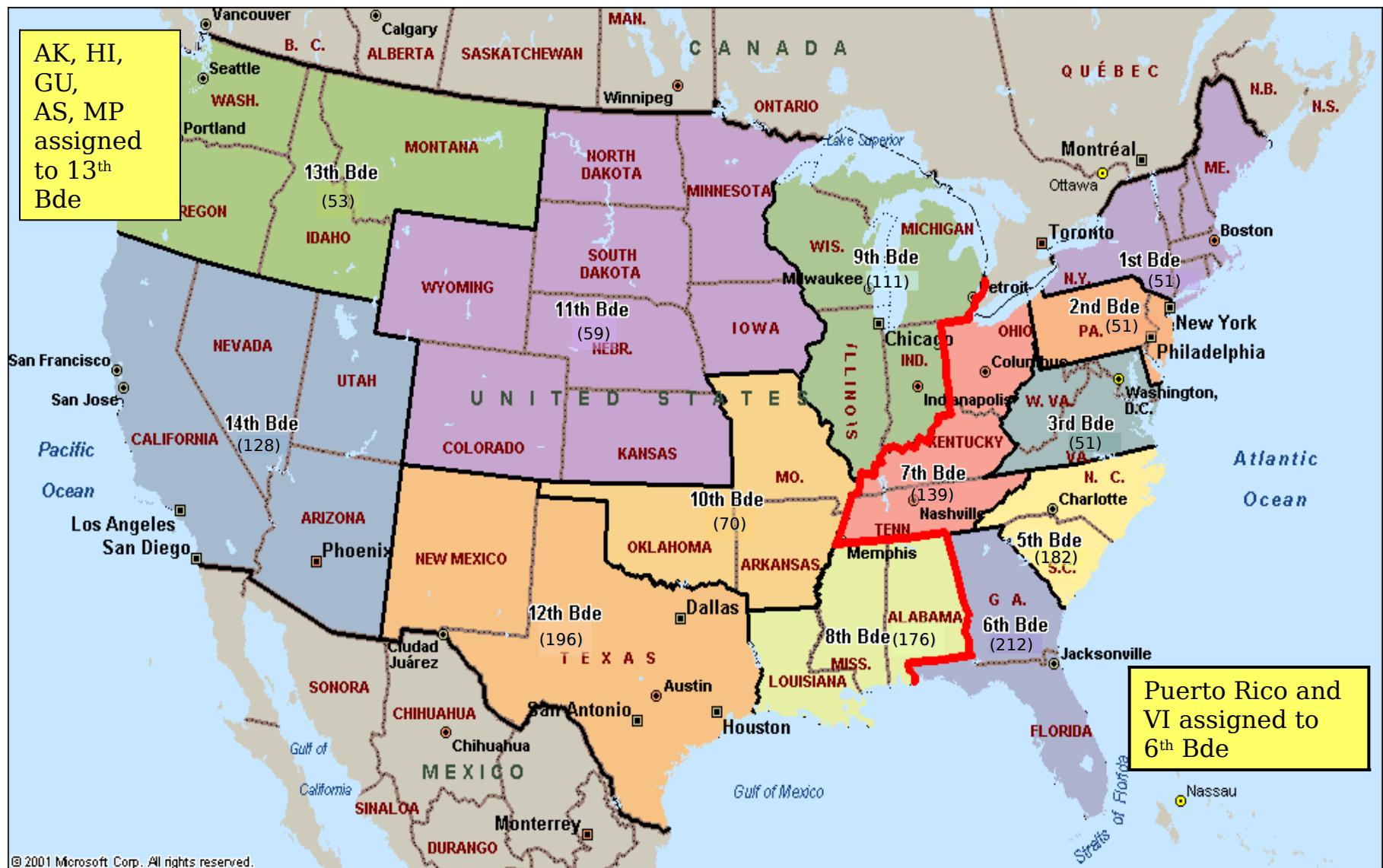
Eastern 6 26

Western 2 24

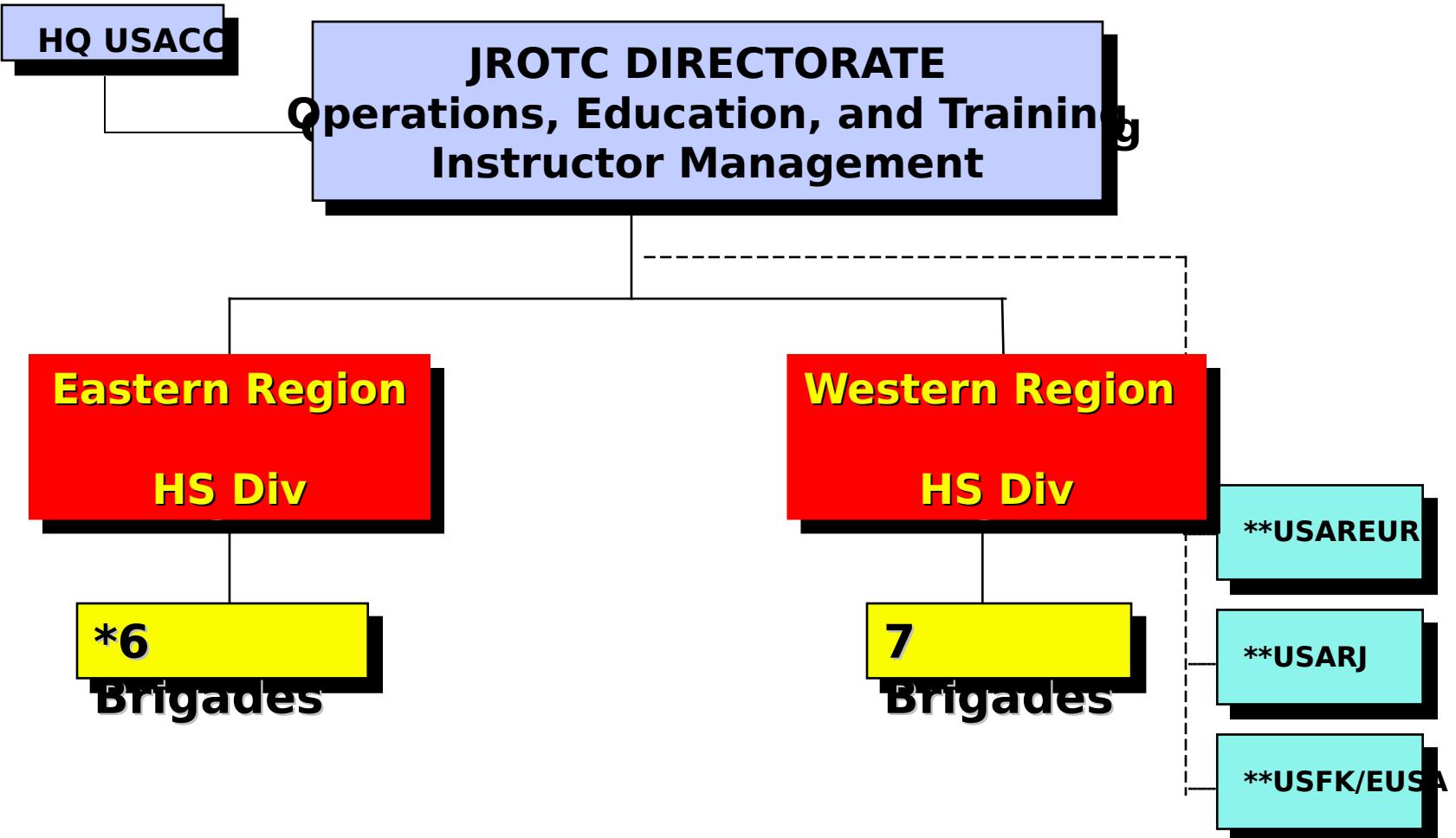
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TOTAL 50 8

JROTC Geographic Alignment



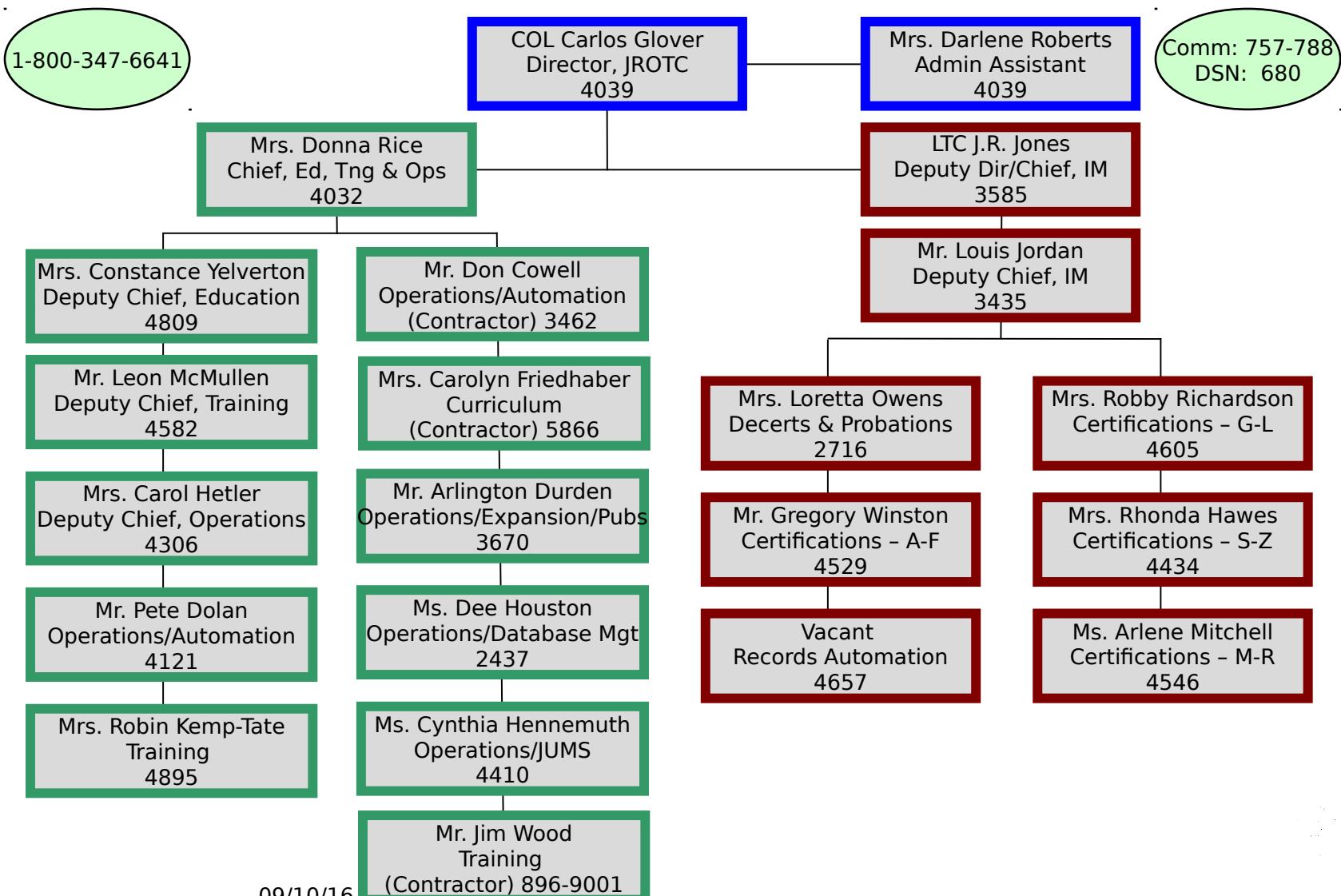
JROTC Directorate



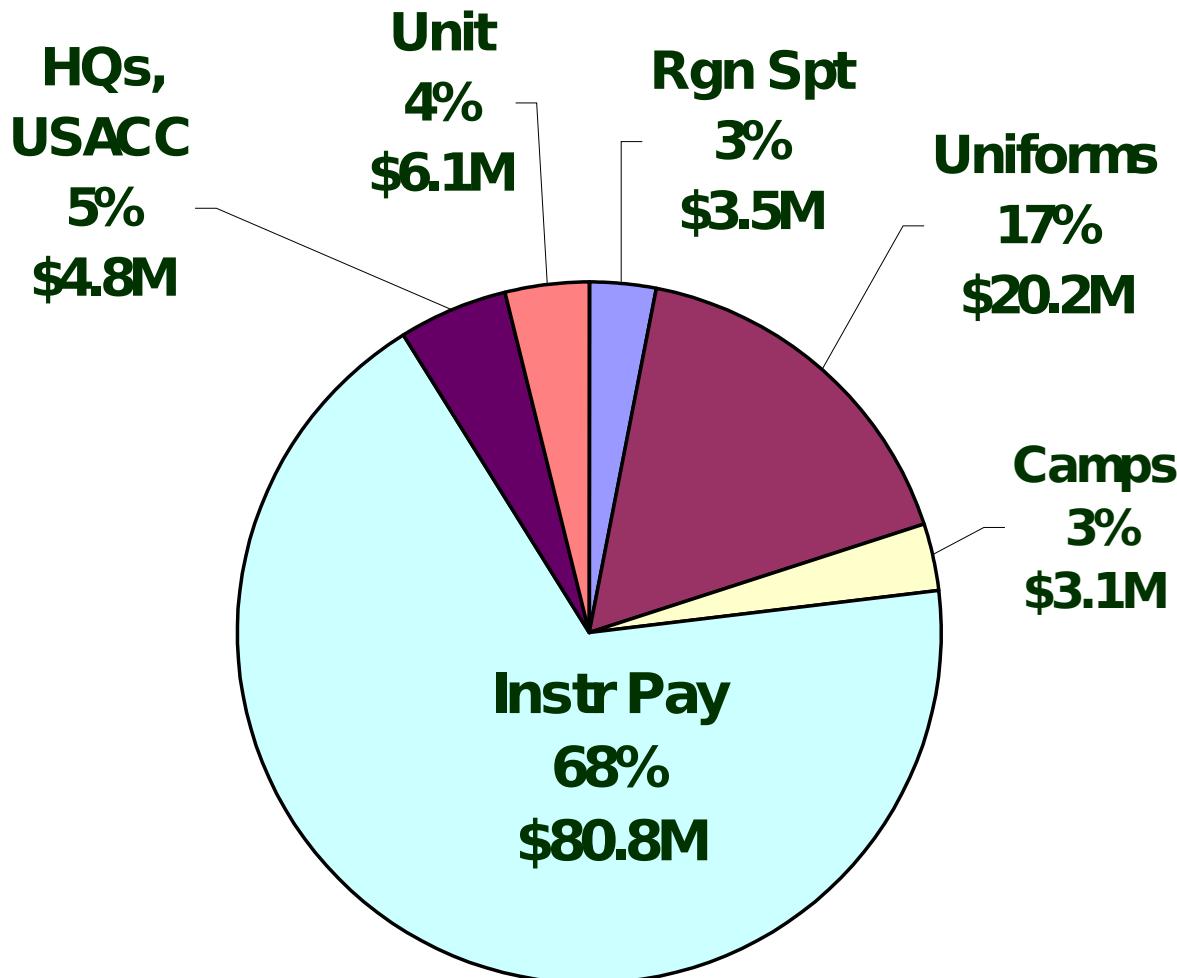
* One brigade (4th Bde, Fort Bragg) does not have JROTC responsibilities.

**These commanders are responsible for the JROTC units located within their respective areas, as prescribed by applicable regulations.

JROTC Directorate

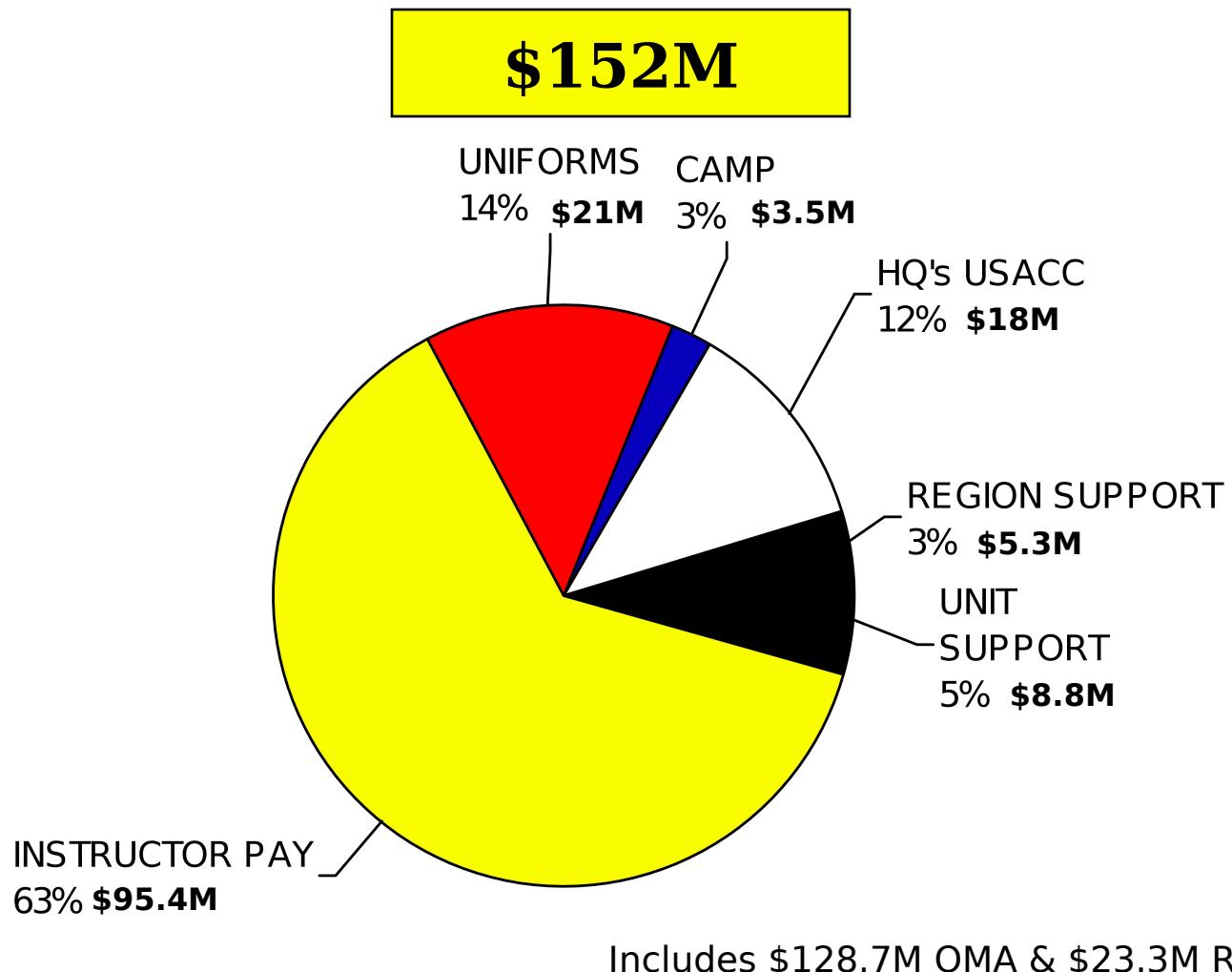


JROTC Funding (\$118.5M) FY 03



OMA (\$96.1M) and RPA (\$22.4M)

FY04 JROTC Status



JROTC Instructor Status

Instructors

3,900 employed

1,590 certified

(unemployed)

98 vacant positions

Reasons for Vacancies

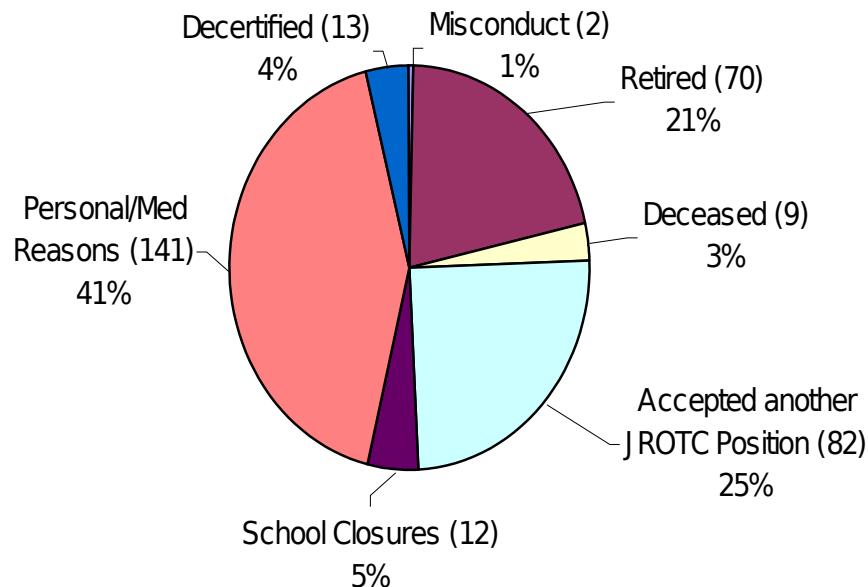
Hard to fill areas:

- Rural areas w/o nearby bases: (**AL, AR, CO, ID, IA, KS, KY, LA, MS, MI, ND, NM, SD, TN, WV, WI, Indian Reservations, American Samoa**)
- High cost of living areas (**CA, HI**)
- Inner cities (**Chicago, LA, Trenton, NJ**)

Granted exceptions to policy:

- NCO as SAI
- Extended Certification beyond 5 years
- Use USAR in NDCC

FY 02 Turnover (Total 332)



Marketing

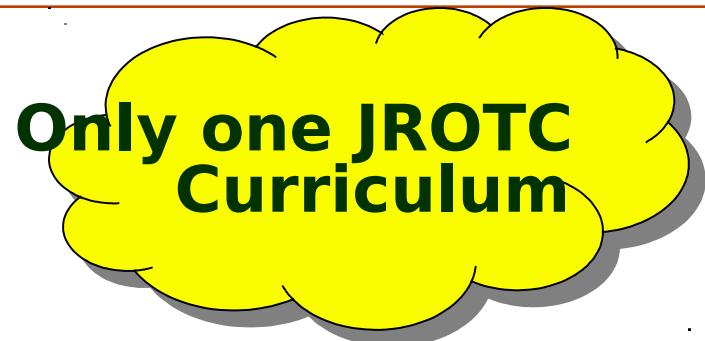
- CC Web Page
- Retirement Services (ACAP) and TROA
- Army Links
- Paid advertising – Army Times
- Entry on LES (May + June)
- Max use of free resources

Instructor Training Plan

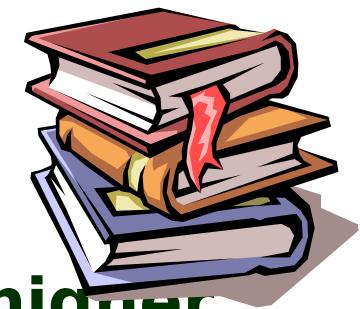
- **Continuing Education a Shared Responsibility**
- **Five Point Plan:**
 - **JSOCC**
 - Initial Qualification Training
 - Distance Learning Course
 - Certification Course
 - Recertification Course
 - **Indiv Continuing Education/ Distance Learning**
 - **Recurring Adjunctive Seminars**
 - **Regional Conferences**
 - **School Staff Development**



Curriculum Revision Plan



- **Rename courses to reflect educational terms**
- **Address national standards**
- **Provide more depth and require higher level thinking**
- **Ensure student-centered learning strategies are integrated throughout**



JROTC Co-Curricula Activities

■ **Marksman ship**

- National Marksmanship Competition
(Fort Benning, GA) Mar 04
- Eastern Region Marksmanship Competition
(Location TBD) Feb 04
- Western Region Marksmanship Competition
(Location TBD) Feb 04

■ **Drill Competitions**

- National Drill Competition (Daytona Beach, FL) May 04
- Eastern Region Drill Competition (Washington, DC) Mar 04
- Western Region Drill Competition (Texas A&M) Feb 04

JROTC Camps



FOCUS ON:

Adventure training

- Leadership development
- **NOT war-fighting skills**

JROTC Accomplishments

- **Developed CCR 145-2 and revised AR 145-2**
- **Redesigned Curriculum**
- **Developed options for C2 (Requires manpower analysis by TRADOC)**
- **Developed a 5 year JROTC Strategy**
 - **Goal 1: Recruit, train and retain competent, professional instructors**
 - **Goal 2: Maintain a world-class citizenship curriculum within the character/leader development program of instruction**
 - **Goal 3: Lead, guide and direct a viable, responsive evolution of the JROTC program**
- **Restructured Instructor Training**

JROTC Accomplishments (cont)

- **Opened JROTC Museum**
- **Established “State-of-the-Art” JROTC training facility**
- **Automation (On-going efforts supporting paperless goal)**
 - Web Portal
 - JROTC Unit Management System (JUMS)
 - JROTC Communication and Information Management System (JCIMS)
 - Global E-mail
- **Developed Classroom Modernization Plan**
- **Implemented Marksmanship & Drill Competitions (East/West/National)**

Issues Discussed with HQDA

- **Provide additional funding requirements for MIs**
 - **Additional authorized CTA items**
 - **RPA for cadet travel**
- **Instructors for hard to fill areas**
 - **Can we/should we use contractors and/or NG/Reservists**
 - **Criteria for hard to fill areas**
- **Continue expansion of the program by 45 units per year beyond FY05**
 - **Add requirement to TRADOC POM submission for start-up and sustainment**
 - **Include funding for adequate staffing**
- **JROTC C2**
 - **CG Cadet Command decision**
 - **Must meet program requirements**
 - **Use contractors if required**
- **JROTC will not be a stepchild program**

OSD Initiatives

- **A Comprehensive Study that is evaluating:**
 - Instructor pay formulas – potentially expanding to retired reservists and/or current reserve and guard
 - Areas for common curriculum – meeting State education requirements for college prep credit
 - Unit Manning requirements – review equitable instructor to cadet ratio
 - The implementation of “fair and equitable unit distribution”
 - Potential instructor incentive packages for hard-to-fill locations
- **Total Army Analysis (TAA 09)**

Conclusion

- Junior ROTC is a **large, popular and successful program**
- **Continuous aggressive marketing and recruiting for instructors with focus on getting the right people**
- **World class curriculum will enhance the popularity of program**
- **Lobby for more expansion funding...both OMA and RPA**